RSAC 2025 Conference

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Diversity vs Inclusivity: Are We Done Yet?

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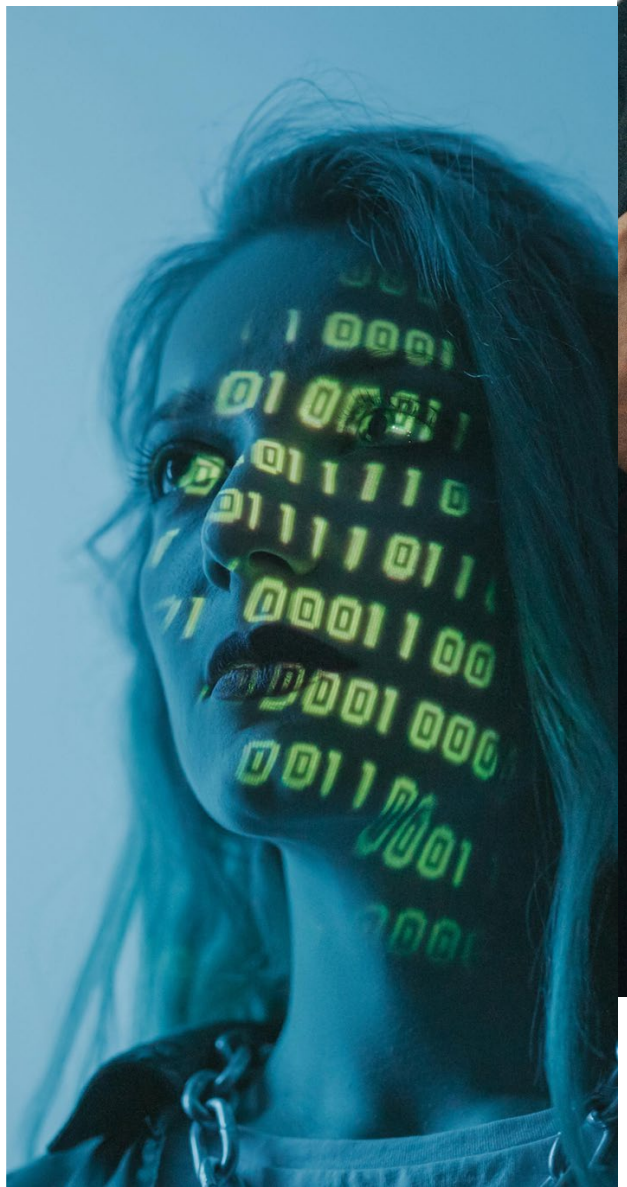
Do You Believe…

… that in order to compete in the digital and AI era, companies must foster a diverse and inclusive environment as a core component to their company culture?



Ask Yourself…

- Does your company know what good looks like? Do You?
- Is there an unconscious bias at your company? Do you have one?
- We have a company culture but is it able to scale?
- Is your company serious about hiring and promoting diversity?

Why You Should Care

Organizations with diverse security teams reported 35% better security performance metrics and demonstrated superior problem-solving capabilities in incident response scenarios.

Source: https://www.linkedin.com/pulse/2025-new-year-cybersecurity-trends-diversity-equity-cooper-phd-ij0nc/

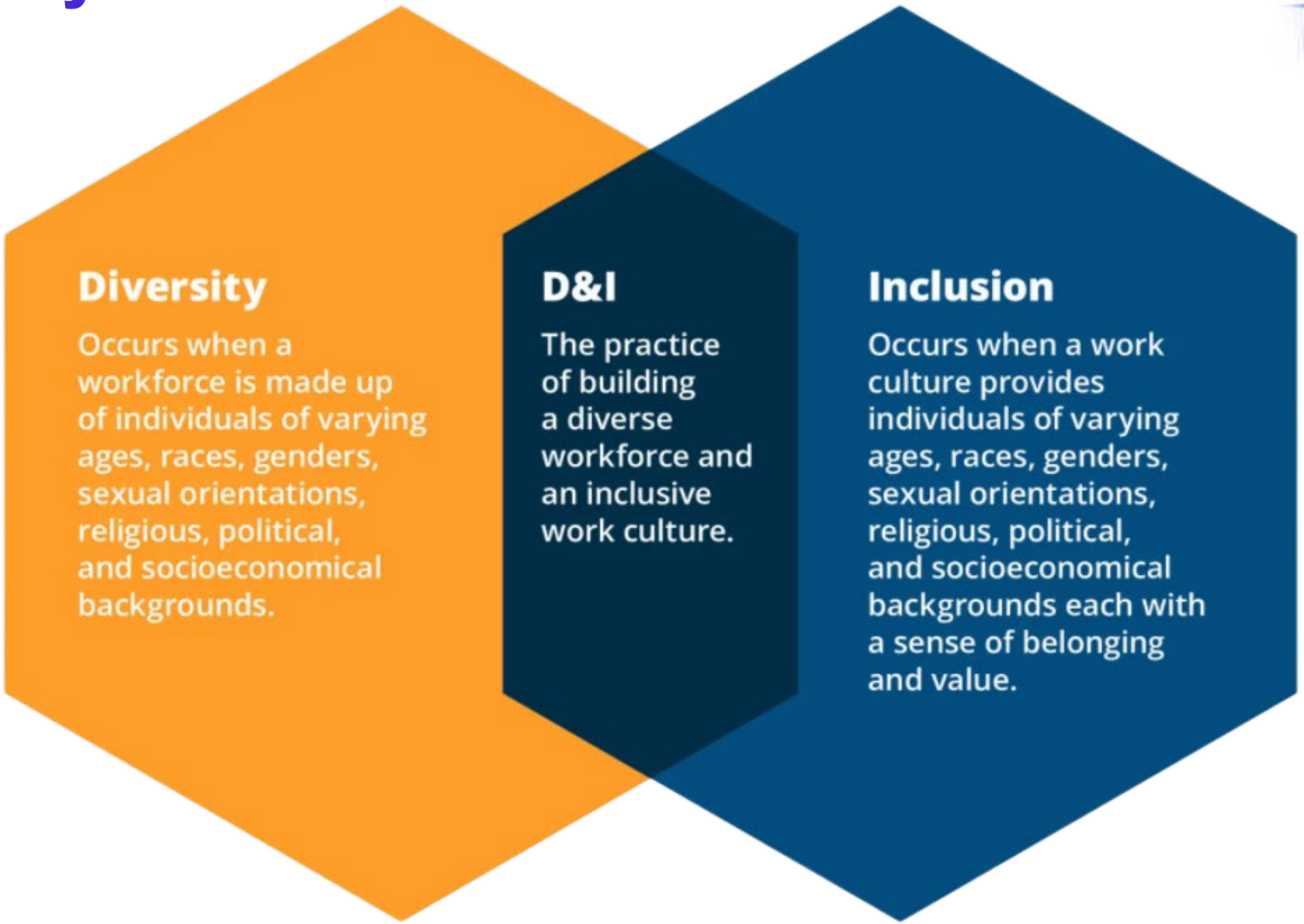
What is Diversity?

- **Diversity** refers to the presence of differences within a given setting
- Diversity is either personal attributes or various backgrounds and experiences.
- Diversity is about *Who is Represented*

What is Inclusivity?

- **Inclusivity** goes beyond just having diversity
- Inclusivity ensures all have equal opportunities to participate and contribute
- Inclusivity is about *Who is being Heard and Valued*
- An inclusive environment is where diversity can thrive

Diversity & Inclusion


Diversity
Occurs when a workforce is made up of individuals of varying ages, races, genders, sexual orientations, religious, political, and socioeconomical backgrounds.
D&I
The practice of building a diverse workforce and an inclusive work culture.
Inclusion
Occurs when a work culture provides individuals of varying ages, races, genders, sexual orientations, religious, political, and socioeconomical backgrounds each with a sense of belonging and value.

Source: https://www.capterra.com/resources/difference-between-diversity-inclusion/

Inclusivity Benefits

- Enabling organizations to confront diverse cyberthreats
- Improving risk management
- Increasing an organization's agility
- Providing new perspectives
- Reducing groupthink

https://pierspartners.ca/inclusivity-month/

Organizational Inclusivity

https://www.vantagecircle.com/en/blog/miscommunication-examples/

Individual Inclusivity

What can I do as an individual to make a difference?

- Be Mindful of Your Communication
- Practice Active Listening
- Challenge Biases and Stereotypes
- Support Colleagues' Differences
- Embrace Flexibility
- Promote an Inclusive Culture

2024: The Rise of AI

- >$30B invested globally in AI security solutions
- 87% of enterprises now using **AI for threat detection**
- 45% of cybersecurity teams have implemented Gen AI into their teams' tools
- 64% of cybersecurity teams have implemented Gen AI into other departments

AI-powered Attacks Have Risen

- 30% of all social engineering attacks now use AI technology, according to Gartner
- 250% increase in sophistication and success rates

Source: https://www.keevee.com/social-engineering-statistics

AI's Role in Advancing DEI

- **Bias Detection and Mitigation:** AI can analyze language, behavior, and decision patterns to identify unconscious biases in workplace communications and processes.
- **Inclusive Communication:** AI-powered tools, such as real-time feedback mechanisms and translation services, can enhance inclusive communication by accommodating diverse needs and perspectives.
- **Equitable Decision-Making:** AI systems can be designed to promote more equitable outcomes in areas like hiring, promotions, and resource allocation.

Source: https://jaim.sciforce.org/JAIM

2024 Showed Improvement

- Women now comprise 25% of global cybersecurity workforce
  - up 20% from 2023, according to ISC2

- Professionals from underrepresented communities increased by 30% in leadership positions, according to ISC2

Apply What You Have Learned Today

- Commit to integrating DEI principles at every stage of your AI journey to build technologies that serve and respect all communities.

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Q&A

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Thank you for joining us!